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Subject: Saudi Arabian Chevron Corruption

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Dear All

We are a group of employees from Wafra Joint Operations and the Mina Al-Zour Administration. We have served this organization since its Texaco days. Over the past twelve months, we have witnessed a series of deeply troubling incidents involving our colleagues—individuals whose only “fault” was their faith in fairness and accountability. This fairness, embedded in Chevron’s stated policies and values, has not been upheld.

Several colleagues reached out to Chevron’s hotline, which is intended to protect whistleblowers and prevent retaliation. Regrettably, they were left vulnerable and exposed to local management. One was unjustly terminated. Another was suspended. A third was placed in the so-called “Underperforming Employee Development Program”—a program that bears no resemblance to true development but instead functions as a tool to manufacture justification for dismissal. Yet another was issued a final warning and suspension.

These are professionals, who served the company wholeheartedly. The disciplinary actions against them were triggered merely by their filing of complaints, complaints that should have led to fair and impartial investigations. Instead, what we are witnessing appears to be a coordinated campaign to punish and eliminate dissent.

The collusion is both blatant and disturbing. The **head of the legal department** has aligned himself openly with executive management, seemingly to secure personal benefits, annual bonuses, and an extension of his role.

Legal counsel Muharib Al-Ruwaili, a relative of company president **Hakim Al-Ruwaili**, has **falsified** investigations and pressured employees into giving **scripted** responses.

He also played a direct role in a **scheme** that enabled **early retirements** under fraudulent medical justifications. Among those “retired” was **Hakim’s brother**, who is banned from entering Kuwait due to drug-related offenses, and the **son of** former company president **Mohamed Al-Marri**. Those who retired received full severance and end-of-service payments. These payments are unlawful and deserved and amount to millions of US dollars.

It is alarming that such ethically indefensible actions were not only tolerated but actively supported by the head of the legal department. Equally disturbing was the participation of Bassam Al-Ruwaili, head of the medical department and yet another relative of Hakim. These actions have turned the business unit into a quasi-family enterprise where nepotism and retaliation thrive unchecked.

Employees who dare to speak up are swiftly targeted. Management invokes obscure or previously unenforced policies selectively to fabricate violations. The goal is not accountability but systematic suppression.

An example of **policy manipulation** involves the company’s insurance policy, which is meant to cover only employees and property inside Kuwait’s partitioned zone. However, when the HR manager’s home in Khafji caught fire, the policy was mysteriously “stretched” to include Khafji, resulting in a generous payout that violates the original policy terms.

During COVID-19, **HR group leader Rami Albalawi** reportedly received **\$150,000 in overtime** while working from home a sum that raises serious questions about oversight and fairness. Meanwhile, a growing number of employees receive company cars despite rarely appearing at work. In stark contrast, those not favored by management face rigid enforcement of guidelines, a double standard that underscores the corrupt climate.

Even internal communication forums have become performative. The Town Hall meeting, once a space for open dialogue, has turned into a closed-door event for upper managers. Regular employees must join remotely and submit questions in advance—questions which are then screened and selectively answered. This process erodes trust and prevents meaningful exchange.

Even promotions are manipulated. A three-year filter, is arbitrarily applied to control who receives advancement. However, exceptions are made for favored individuals. For example, Don Stelling, the Senior Vice President of Operations, intervened directly to promote one employee, Talal Alsayyar, twice within two years, despite no clear professional basis. Talal was also sent to the U.S. for a course unrelated to his role or academic background. Insiders confirm this was perceived as a reward and vacation, not a development opportunity. Don Stelling’s personal connection to Talal, he is a long-time friend of Talal’s father, raises clear concerns of favoritism.

It is beyond our scope to cover every violation or instance of nepotism. However, these examples illustrate the depth of the problem. We also urge you to review the earlier complaints and reports submitted through formal channels, many of which were returned by the legal department marked “closed,” with explanations that remain opaque and likely fabricated.

Therefore, transferring our complaints to the legal department is going yield the same results yielded as a result of prior complaints. WE NEED AN IMPARTIAL EXTERNAL REINVESTIGATION OF the hotline complaints in the last two 12-24 months. Employees are losing their moral which can lead to significant negative impact on production and on Safety and environment.

Frustrated employees are more susceptible to injuries and fatalities. Also, more likely to be **less attentive which could lead to an environmental disaster.** These can be quantified into millions of dollars.

We have gathered as employees and decided that we believe somebody in the corporate will hear and will initiate an impartial investigation. We have not yet lost hope nor faith in the company and we don’t want to.

In closing, we believe the Chevron brand is at risk—not only reputationally but structurally—if it continues to support or ignore these patterns of retaliation, nepotism, and financial manipulation. History shows us that such conditions cannot persist indefinitely without severe consequences. We call upon Chevron and its executives to investigate these matters seriously and transparently, and to uphold the principles of fairness, accountability, and justice that this organization claims to stand for.

Yours

SAC PZ EMPLOYEES

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